

	Police	Fire	Public Safety Mid Management	Miscellaneous	Mid-Management	Management
Contract Date	January 1, 2018 through December 31, 2020 (Extended through December 31, 2021)	January 1, 2018 through December 31, 2020 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2020 through December 31, 2021
CalPERS Formulas	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 2.7% @ 55 PEPRA 2% @ 62	CLASSIC 2.7% @ 55 PEPRA 2% @ 62	NON-SAFETY CLASSIC 2.7% @ 55 PEPRA 2% @ 62 SAFETY CLASSIC 3% @ 50 PEPRA 2.7% @ 57
CalPERS Contribution Percentages (effective July 1, 2020)	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25%	CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25%	NON-SAFETY CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25% SAFETY CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%
Sick Leave Pay Out (Retirement, Death, Position Abolition)	CASH >20 years = Lesser of 50% Balance or 600 hours <20 years = Lesser of 50% Balance or 480 hours	VEBA All Vacation + Comp, Plus >20 years = Lesser of 50% Balance or 864 hours <20 years = Lesser of 50% Balance or 720 hours	CASH >20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours	VEBA >20 years = Lesser of 50% Balance or 600 hours <20 years = Lesser of 50% Balance or 480 hours	VEBA >20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours	CASH >20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours
Sick Leave Service Credit Conversion	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	X	X	X
Medical/Vision/Dental/Prescription Insurance (Monthly Cost)						
\$10/\$20 Prescription Co-Pay Plan						
Employee only	City Pays \$2285.25 Employee Pays \$254.75	City Pays \$2285.25 Employee Pays \$254.75	City Pays \$2285.25 Employee Pays \$254.75	City Pays \$2285.25 Employee Pays \$254.75	City Pays \$2285.25 Employee Pays \$254.75	City Pays \$2285.25 Employee Pays \$254.75
Employee + Family	City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2255.37 Employee Pays \$284.63
100% Prescription Coverage Plan						
Employee only	City Pays \$2399.25 Employee Pays \$292.75	City Pays \$2399.25 Employee Pays \$292.75	City Pays \$2399.25 Employee Pays \$292.75	City Pays \$2399.25 Employee Pays \$292.75	City Pays \$2399.25 Employee Pays \$292.75	City Pays \$2399.25 Employee Pays \$292.75
Employee + Family	City Pays \$2369.37 Employee Pays \$322.63	City Pays \$2369.37 Employee Pays \$322.63	City Pays \$2369.37 Employee Pays \$322.63	City Pays \$2369.37 Employee Pays \$322.63	City Pays \$2369.37 Employee Pays \$322.63	City Pays \$2369.37 Employee Pays \$322.63
Opt-Out Benefit						
	City Pays \$942.20 Employee Receives \$403.80	City Pays \$942.20 Employee Receives \$403.80	City Pays \$942.20 Employee Receives \$403.80	City Pays \$942.20 Employee Receives \$403.80	City Pays \$942.20 Employee Receives \$403.80	City Pays \$942.20 Employee Receives \$403.80
Worker's Compensation Insurance	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0
Life Insurance + AD&D	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)
LTD Insurance	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)
Medicare Tax	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Social Security Tax	\$0	\$0	\$0	\$0	\$0	\$0
Time Off						
Vacation	10-23 days	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 80 - 184 hrs/year	10-23 days	10-23 days	10-23 days Annual Buyout 80 hours
Sick Leave	12 days	56-hr: 144 hrs/year 40-hr: 96 hrs/year	56-hr: 144 hrs/year 40-hr: 96 hrs/year	12 days	12 days	12 days
Holidays	14.5 days	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year (116 hrs/year) paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid	14.5 days	14.5 days	14.5 days
Management Leave	0	0	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary	0	80 hours Max Accumulation 2x Annual Annual Buyout 80 hours	100 hours Annual Buyout
Other Benefits						
Deferred Compensation Program	No City contribution	No City contribution	No City contribution	City contributes a matching amount of up to \$300 per year calculated on biweekly basis	City matches up to 0.5% of employee's salary on biweekly basis	City matches up to 1% of employee's salary on biweekly basis
Personal and Professional Spending Account	\$0	\$0	\$0 (unless otherwise approved in City budget)	\$0	\$500 per fiscal year	\$2000 per fiscal year Effective 01/01/2020 (Retroactive)
Vehicle allowance	\$0	\$0	\$0	\$0	\$0	\$450 per month or City Vehicle
Tuition Reimbursement	100% up to San Francisco State University tuition rate	\$75/semester unit to a max of \$1,800/year over consecutive 12 month period	100% up to San Francisco State University part-time tuition rate	100% up to San Francisco State University part-time tuition rate	100% up to San Francisco State University part-time tuition rate	100% up to San Francisco State University part-time tuition rate
Certificate/Education Incentive Pay	Non Sworn 3% AA/AS 6% BA/BS Sworn 3% AA/AS 6% BA/BS 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 8.5% POST Advanced (with BA/BS) 8.5% max	4% BA/BS 6% MA/MS Related Fire Certs (see MOU) = 1 to 3.5% 7.5% max	Police Sergeant Only 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 3% AA/AS 6% BA/BS 8.5% BA/BS with POST Advanced **8.5% max**	WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate WASTEWATER DIVISION All WW employees - \$40/month first certificate and \$35/month second certificate. <i>When required by job description</i> - 1% per grade, 4% max with Wastewater Collection Maintenance Certificate APPLICATOR SPRAY CERTIFICATION \$50/month for employees assigned to spraying duties CABLE ACSR III 2.5% cable technology premium	None	None
Bilingual Incentive Pay	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	\$140 per month
Uniform Allowance	\$950/year	\$850/year	\$950/year	\$0	\$0	Police and Fire ONLY: \$950/year
Employee Home Loan Assistance Program	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes	Yes
Flexible Spending Plan	Yes	Yes	Yes	Yes	Yes	Yes
Credit Union	Yes	Yes	Yes	Yes	Yes	Yes